

Engaged Leadership Workshop: Cultivating Culture in Long-Term Care Facilities to Reduce Staff Turnover and Burnout

March 7, 2024

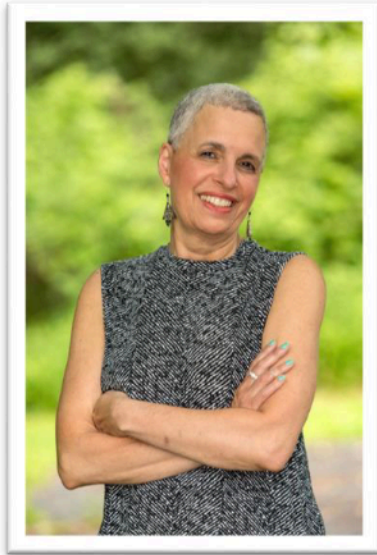
Agenda

At this workshop, you will learn to

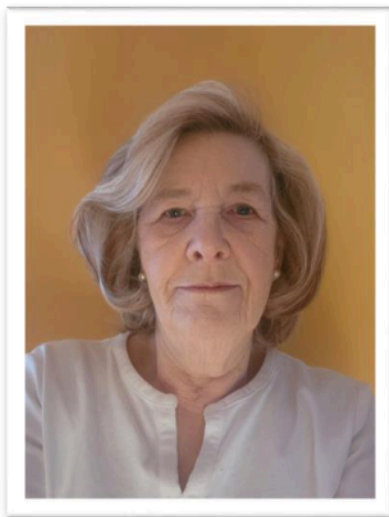
- Manage uncomfortable situations
- Build meaningful relationships among staff and leadership
- Foster environments that encourage listening and speaking
- Increase accountability
- Problem-solve common issues in the field

Time	Topic	Facilitator
8:00 - 9:00	Registration and check-in	
8:00 - 9:30	Breakfast	
9:00 - 9:15	Welcome, introductions	Violet Brown
9:15 - 10:45	Leadership Building Presentations and Activities <ul style="list-style-type: none"> • Engaged Leadership • Burnout • Self-Awareness • Trust 	Claudia Blumenstock, Ellen Bartoldus
10:45 - 11:00	Break	
11:00 - 12:30	Leadership Building Presentations and Activities <ul style="list-style-type: none"> • Psychological Safety • Communication • Accountability • Sustainability 	Claudia Blumenstock, Ellen Bartoldus
12:30 – 1:30	Lunch	
1:30 – 2:45	Small Group Discussions <ul style="list-style-type: none"> • Exploring turnover and retention • How to encourage retention with engaged leadership • Creating strategies 	Claudia Blumenstock, Ellen Bartoldus
2:45 – 3:00	Break	
3:00 - 3:45	Large Group Recap and Share <ul style="list-style-type: none"> • Sharing strategies 	Claudia Blumenstock, Ellen Bartoldus
3:45 – 4:00	Final Words and Evaluations	

Meet the Speakers



Claudia Blumenstock, LNHA, Founder and CEO of Copernicus, Inc., is a nationally recognized presenter and consultant with over 30 years of experience in long-term care. As a licensed nursing home administrator and health care professional, she has helped to bring facilities through crises by creating work environments that value staff and focus on respectful and trusting relationships. This kind of collaborative atmosphere, in turn, enhances staff engagement and retention. Her innovative and interactive techniques, educational programs and consulting services provide practical strategies to manage adversity, enhance communication skills, build relationships and improve recruitment and retention. Working with facilities throughout the country, Claudia has helped leaders grapple with COVID and its effects on workforce hiring and retention, identifying strategies to manage the changing employment marketplace and to attract younger staff to long term care work. Claudia has been a trainer under the Advanced Training Initiative funded by the New York State Department of Health. She has also been a Coach on a New York State grant project with a goal of improving resident satisfaction in long term care facilities.



Ellen Bartoldus, MSW, LNHA, has served elders in long-term care, both as a geriatric social worker and a nursing home administrator. Her focus on knowing and meeting the needs of front-line staff and enhancing the leadership skills of department directors and middle managers, has led to stable staffing, good clinical outcomes and a high degree of resident and family satisfaction. Ellen served as the first project guide and presented nationally and internationally on the innovative Green House model. She is the author of *Medical Futility: A Nursing Home Perspective* ([Medical Futility and the Evaluation of Life-Sustaining Interventions](#), edited by Marjorie and Howard Zucker) and served as an adjunct instructor in bioethics at Concordia College. She holds a BA degree from Hofstra University, an MSW from Fordham University and a Certificate in Bioethics and the Medical Humanities from Columbia College of Physicians and Surgeons. She is currently a certified volunteer advocate for the New Jersey Ombudsman Program.

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